

Gender pay gap

Report 2020



WELLBURN
CARE HOMES

Overview

Under legislation from April 2017 all organisations employing over 250 employees are required to publish their Gender Pay Gap figures via a Government portal as well as their own website. The Gender Pay Gap examines the difference in the average pay of males and females in the organisation.

Summary as at 5th April 2020

Pay and Bonus Gap

	Mean	Median
Pay	15.59%	2.19%
Bonus paid	86.77%	93.55%

The table above shows the overall mean and median percentage pay gap based on pay as at the snapshot date of 05 April 2020 as well as the mean and median difference in bonus payments between males and females for the year.

There has been a reduction in mean pay gap however a slight increase in median pay. The reduction in mean pay to 15.59% is in keeping with the national average of 15.5%. Further explanation is detailed in the next section.

The mean bonus paid shows that the bonuses paid to male staff in that particular year were 86.77% higher than that of females. However, this situation was reversed in 2018/19 with the bonus being -72.97% (meaning bonuses were the other way being higher for female staff).

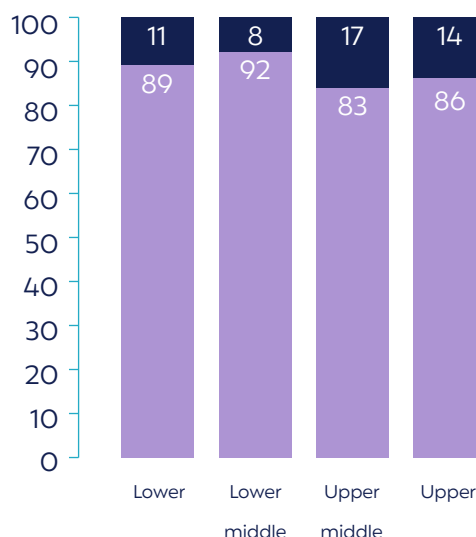
Due to the relatively small number of bonuses paid in any financial year this figure can swing significantly in favour of females or males depending on the specific staff awarded in that year.

Proportion of staff awarded a bonus payment in 2019/20

	Percentage awarded
Male	5.48%
Female	8.95%



Proportion of employees in each pay quartile



What are the causes of our gender pay gap?

It continues that the majority of employees in any pay quartile at Wellburn Care Homes Ltd are women. Women make up the majority of staff in care related, domestic and support roles. Wellburn Care Homes Ltd continues to employ significantly more women than men in the lower paid care related and support roles which is the norm for the sector.

The main reason for the pay gap is that Wellburn Care Homes Ltd has the majority (despite being more limited in number) of its male workforce in the upper middle to upper quartiles. However, this is being offset by more female employees being promoted into Management positions and therefore

into the upper middle to upper quartiles. There are more women in all Leadership roles within the organisation.

It remains that the majority of the female workforce are in the lower paid roles. Due to the nature of these roles being shift based they tend to allow for greater flexibility and therefore tend to attract female applicants.

It must be stressed that the mean gender pay gap of 15.59% does not illustrate that men and women undertaking the same work are paid differently but rather that the larger proportion of women are employed in the lower paid roles.

What are we doing to address the gap?

Pay rates are continuously benchmarked against other providers in the sector and other local employers and it is believed that we pay higher than the majority of competitors in the region for most roles; thereby increasing the hourly rates for those lower paid roles which are predominantly female. This continuous benchmarking will have a positive impact on the gender pay gap figures in future years.

Wellburn Care Homes Ltd provides and actively encourages development of staff with clear routes of progression. As the majority of staff are women this means that there is a significantly higher level of internal female talent than men whom are able to move into key roles. This is continuously demonstrated with a number of female internal candidates moving in to key management positions. The development of internal female talent and subsequent promotion will continue to impact the figures in future years.

In addition Wellburn Care Homes Ltd continue to adopt a Job Evaluation System which allows all roles to be assessed based on their size and scope in comparison to other roles in the business. The level of pay for any size role is then externally benchmarked and paid accordingly. This means that a level of pay is assigned for a particular role rate irrespective of the gender of the individual in post.



Rachel Beckett

Chairman – Wellburn Care Homes Ltd
01 April 2021



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